



Department of Defense

DIRECTIVE

April 13, 1995
NUMBER 1250.1

ASD(RA)

SUBJECT National Committee for Employer Support of the Guard and Reserve (**NCESGR**)

- References:
- (a) DoD Directive 1250.1, "National Committee for Employer Support of the Guard and Reserve," March 29, 1984 (hereby canceled)
 - (b) DoD Directive 5105.18, "DoD Committee Management Program," January 18, 1990
 - (c) Section 129b of title 10, United States Code
 - (d) Joint Travel Regulations, Volume 2, "Department of Defense Civilian Personnel," current edition
 - (e) Joint Federal Travel Regulations, Volume I, "Uniformed Service Members," current edition
 - (f) DoD Directive 5125.1, "Assistant **Secretary** of Defense for Reserve Affairs (**ASD(RA)**)," March 2, 1994

A. REISSUANCE AND PURPOSE

This Directive:

1. Reissues reference (a),
2. Continues the NCESGR as a DoD operational committee consistent with reference (b),
3. Updates the NCESGR policy, organization, management, **functions**, and responsibilities,
4. Designates the Secretary of the Army as the Executive Agent for programming and providing administrative and logistical support for the NCESGR and its support staff,

B. APPLICABILITY

This Directive applies to the Office of the Secretary of Defense (**OSD**) and the Military Departments (including the Coast Guard when it is operating as a Military Service in the Navy). The term "Military Services," as used herein, refers to the Army, the Navy, the Air Force, and the Marine Corps.

C. DEFINITIONS

1. State Committee. The Committee for Employer Support of the Guard and Reserve in a State, Commonwealth, Territory, and/or the District of Columbia.
2. State Chair. The Chair of a State Committee.

D. POLICY

The NCESGR shall promote both public and private understanding of the National Guard and the **Reserve** in order to gain U.S. employer and community support through programs and **personnel** policies and practices that shall encourage employee and citizen participation in National Guard and Reserve programs.

E. ORGANIZATION AND MANAGEMENT

1. National Chair

A person of national stature in the business community shall serve as the NCESGR National Chair and as advisor to the **Secretary** of Defense on employer support of the National Guard and the Reserve. The National Chair shall be appointed for a term of 3 years, shall serve at the discretion of the Secretary of Defense, and maybe extended one additional term or **any** portion thereof.

2. Executive Director

An executive director, military or civilian, shall seine **full** time under the supervision of the Assistant Secretary of Defense for Reserve **Affairs (ASD(RA))**.

3. Committee Staff

The NCESGR shall have a fill-time **staff** composed of civilians and selected officers and enlisted **personnel** nominated by the **Military** Services and their Reserve components, in **accordance** with **OSD-assignment** criteria. The **ASD(RA)** shall determine the size and manning level of the NCESGR'S fill-time **staff** and shall forward those staffing requirements to the Military Services, who shall provide military **personnel** in a ratio to be determined by the **ASD(RA)**. Assignment to the NCESGR fill-time **staff** shall be considered a permanent change of station assignment to ensure tenure of selected personnel.

4. Executive Committee. The Executive Committee shall:

- a. Assist the National Chair in guiding the NCESGR activities.
- b. Meet at the call of the National Chair.
- c. Include representatives from industry, education, labor and trade, government, the **professions**, and the State Committees.
- d. Be composed of not more than 10 members.
- e. Assist in the operational **function** as specified in paragraph F. 2,
- f. Serve as consultants without compensation in accordance with reference (c)

5. State Chairs and Committees

a. The State Chairs shall be prominent business or community leaders. The State Chairs shall be appointed for a term of 3 years. They may be extended one additional term, or any portion thereof.

b. The State Chairs shall select members of the State Committees with the concurrence of the National Chair. The State Committees shall include prominent civilian leaders and senior National Guard and Reserve commanders.

c. The State Committees shall convene, at least biannually, at the call of the State Chair.

6. Members of both the Executive Committee and the State Committees shall serve as individuals, not as official representatives of any group or organization with which they may be affiliated.

7. The National Chair and members of both the Executive Committee and the State Committees shall serve without compensation, except in the case of those who are also active members of the National Guard or the Reserve and who, under existing Regulations, may be placed on active duty for support by their respective DoD Components.

8. Transportation, per diem, and other expenses may be **funded** by the NCESGR for civilian members, in accordance with **JTR**, volume 2 (reference (d)). Transportation, per diem, and other expenses may be **funded** for military members of the State Committees and the Executive Committee either by their respective DoD Components or the NCESGR in accordance with **JFTR**, volume 1 (reference (e)).

F. FUNCTIONS

1. The NCESGR shall, while performing **functions** that consist of information, opinions, advice, or recommendations:

a. Operate a proactive program directed at **U.S.** employers, employees, and communities that shall ensure understanding and appreciation of the role of the National Guard and the Reserve in the context of the DoD Total Force Policy and shall encourage and assist employee participation in National Guard and the Reserve training programs without job impediment of any kind, to include encouraging voluntary compliance with the employment and reemployment rights of **non-career** members of the Armed Forces.

b. Promote and develop volunteer leadership at the national, State, and local **levels** to encourage the development of employer personnel policies and practices that endorse and facilitate employee participation in National Guard and Reserve activities.

c. Encourage strong National Guard and Reserve unit bonds with the community and develop public understanding of the National Guard and the Reserve through actions that promote

an attitude and a relationship of partnership between civilian organizations and military units in the Community.

d. Assist in preventing and resolving employer **and/or** employee problems and misunderstandings that result from National Guard or Reserve membership, training, or other requirements.

e. Assist in the education of National Guard and Reserve members for their obligations and responsibilities to employers.

f. Use the military chain of command to promote the understanding of fair relationships between employers and Reservists to foster and maximize National Guard and Reserve participation.

g. Foster a relationship with military Agencies, military training schools **and/or** courses, and associations to enlist their assistance in educating the Reserve forces about their legal rights, obligations, and responsibilities.

h. Promote and develop civilian and military management attitudes that will encourage initial and/or continued membership in the National Guard or the Reserve.

2. The Executive Committee and State Committees shall:

a. Promote community understanding, appreciation, and support of the National Guard and the Reserve.

b. Implement the **NCESGR** programs at the local level to recognize supportive employers.

c. Prevent, **identify**, evaluate, and resolve employment problems and **misunderstandings** that result from National Guard and Reserve membership and training requirements.

d. Enhance cooperation between local National Guard and Reserve commanders and employers.

e. Assist in the education of National Guard and Reserve members with regard to their obligations and responsibilities to employers.

G. RESPONSIBILITIES

1. The Secretary of Defense shall appoint the **NCESGR** National Chair.

2. The Assistant **Secretary** of Defense for Reserve **Affairs** shall:

a. Exercise direction, authority, and control over the committee (DoD Directive 5125.1, reference (f)).

b. Provide budgetary and personnel requirements to the DoD Executive Agent.

c. Select the NCESGR executive director,

3. The National Chair of the National Committee for Employer Support of the Guard and Reserve shall:

a. Provide overall leadership to the National Committee, the Executive Committee, and the State Committees for Employer Support of the Guard and Reserve.

b. Appoint members to the Executive Committee.

c. Appoint State Chairs.

d. Recommend priorities for employer support actions and programs.

e. Communicate the employer support message to the business community.

f. Through the executive director, develop and maintain employer support programs focused on both public and private employers.

g. Meet with senior officials of the Department of Defense and the business community

h. Perform other **functions** as assigned by the Secretary of Defense, or designated representative.

4. The Executive Director of the National Committee for Employer Support of the Guard and Reserve shall:

a. Provide leadership to the NCESGR **staff** and the State Committees.

b. Direct and manage the NCESGR programs and activities.

c. Represent the NCESGR and the National Chair in the Department of Defense and in the civilian sector.

d. Perform other **functions** as assigned by the ASD(RA).

e. Appoint members to the Executive Committee

5. The State Chairs shall:

a. Represent the National Chair at the local level.

b. Organize and **supervise** the State Committees for Employer Support of the National Guard and **Reserve**.

c. Provide the principal interaction between the National Chair and State employers in promulgating employer support of the National Guard and **the** Reserve.

d. Coordinate activities in support of the National Guard and the Reserve.

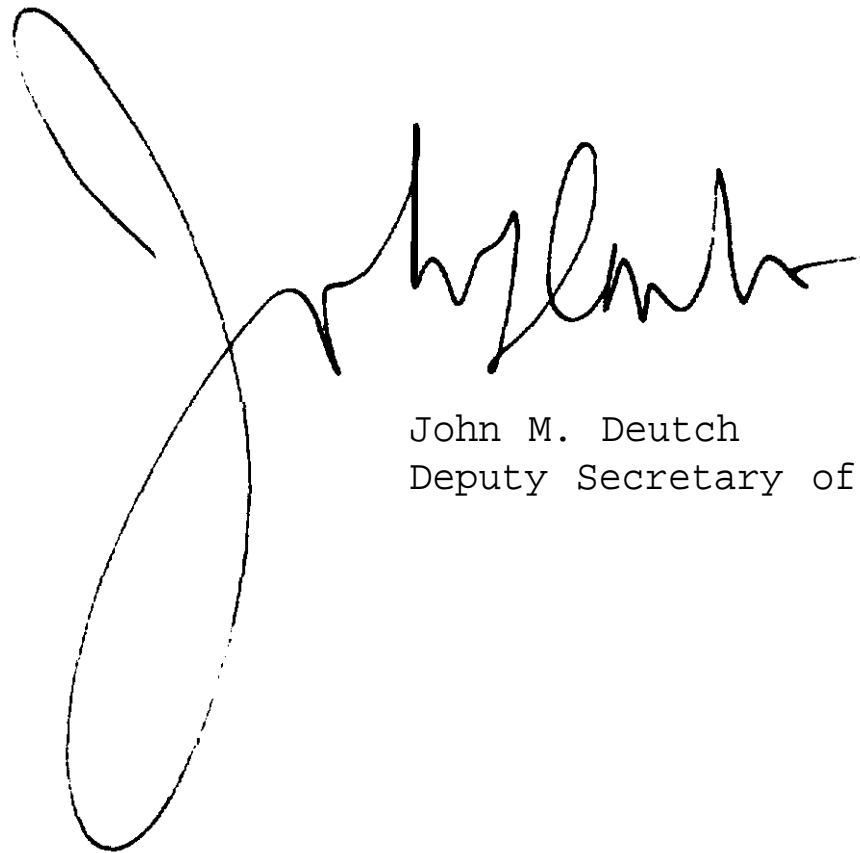
e. Promote the coordination of the State Committees and the NCESGRs efforts among civilian communities and National Guard and Reserve units.

f. Provide feedback to the NCESGR on employer attitudes and perspectives, Recommend programs and ideas that shall enhance and sustain employer support for National Guard and Reserve participation.

6. The **Executive Committee and the State Committees** as representatives of the **NCESGR**, an operational committee of the Department of Defense, shall ensure that actions and words reflect favorably on the civilian and military leadership and the Department of Defense.

H. **EFFECTIVE DATE**

This Directive is **effective** immediately.

A large, stylized handwritten signature in black ink, likely belonging to John M. Deutch. The signature is written in a cursive, flowing style with a large loop on the left side.

John M. Deutch
Deputy Secretary of Defense